

**DEOMI Video Script**  
**DoD SAPRO Director**

Hello. I'm Major General Camille Nichols, Director of the Department's Sexual Assault Prevention and Response Office.

It is our job as leaders to know and understand the state of our units and our personnel. One very useful tool available to you is the DEOMI Equal Opportunity Climate Survey, or DEOCS.

When members of our units are experiencing discriminatory behavior, especially sexual harassment or sexual assault, the very fabric of the unit and our profession erodes. Conditions where this type of egregious behavior exists must be eradicated immediately.

The DEOCS is there to help you understand, take control, and change the environment when conditions occur that undermine the unit professionalism and the ethos that you envision.

The strength of the climate survey is in knowing where challenges and issues might exist. It's the ability to see and understand how your people perceive the environment. The power of the survey is using what you learn from it to further explore and correct problem areas.

Sexual assault is just one of the problems that can be addressed and prevented by establishing a safe and healthy environment. Sexual harassment, domestic violence, child abuse, alcohol abuse, and suicidal behaviors all have roots in a permissive command environment.

I encourage you to use the DEOCs to set the unit climate you want and your people deserve. Lean on the expertise of professionals available to assist – like your SARCs and Equal Opportunity Advisors – to develop a plan to set the right conditions in your units.

Collectively, we can remedy these challenges by owning our profession and knowing our part and doing our part to protect our people!

Thank you for your time and attention. Let us know if there is anything we can do to help you and your unit excel!